



## 1.0 Purpose

- 1.1 The purpose of this policy is to provide guidelines to the Vermont State Police personnel regarding the application and operation of acceptable crowd control and management.

## 2.0 Definitions

- 2.1 Crowd Management: Techniques used to manage lawful public assemblies before, during, and after an event for the purpose of maintaining the event's lawful status. Crowd management can be accomplished in part through coordination with event planners and group leaders, permit monitoring, and past event critiques.
- 2.2 Crowd Control: Techniques used to address unlawful public assemblies, including a display of formidable numbers of police officers, crowd containment, dispersal tactics, and arrest procedures.
- 2.3 First Amendment Activities: First Amendment activities include all forms of speech and expressive conduct used to convey ideas and/or information, express grievances, or otherwise communicate with others and include both verbal and non-verbal expression. Common First Amendment activities include, but are not limited to, speeches, demonstrations, vigils, picketing, distribution of literature, and displaying banners or signs. All these activities involve the freedom of speech, association, and assembly and the right to petition the government, as guaranteed by the United States Constitution and the Constitution of Vermont. The government may impose reasonable restrictions on the time, place, or manner of protected speech, provided the restrictions are justified.
- 2.4 Demonstration: A public display of a group's or individual's feeling(s) toward a person(s), idea, cause, etc. and includes, but is not limited to, marches, protests, student walk-outs, assemblies, and sit-ins. Such events and activities usually attract a crowd of persons including participants, onlookers, observers, media, and other persons who may disagree with the point of view of the activity.

### 3.0 Policy

- 3.1 The policy of the Vermont State Police regarding crowd management and crowd control is to apply the appropriate level of direction and control to protect life, property, and vital facilities while maintaining public peace and order during a demonstration. The Vermont State Police will uphold the constitutional rights of free speech and assembly while using the minimum use of physical force and authority required to address a crowd management or crowd control issue.
- 3.2 The Vermont State Police will seek to engage in discussion with demonstrators and deescalate tensions that may arise to the extent that safety factors allow. Only after these means have been exhausted and the need to maintain public peace and order is jeopardized will the Department deploy specialized units such as the Critical Action Team.

### 4.0 Procedure

- 4.1 The Vermont State Police Crowd Management/Crowd Control Policy consists of the general principles identified as follows:
- 4.2 Planning for Response to Demonstrations and/or Crowd Events.
  - A. The Field Force Division Commander via chain of command or State Duty via chain of command shall be notified immediately of large or potentially disruptive demonstrations and/or crowd events, and he or she will assign an Incident Commander to manage the incident.
  - B. The Incident Commander shall be responsible for the development of a written operations plan if time permits.
  - C. The Incident Command System shall be used for crowd management incidents.
  - D. The Department shall make every effort to follow the principle of establishing contact and communication with the event or demonstration planners.
  - E. Spontaneous demonstrations or crowd events, which occur without prior planning and/or without prior notice to the police, present less opportunity for Department planning and prevention efforts. Nonetheless, the same policies and regulations concerning crowd

management, crowd control, crowd dispersal, and police responses to violence and disorder apply to a spontaneous demonstration or crowd event situation as to a planned demonstration or crowd event.

#### 4.3 Authority for Deployment of Resources to Address Crowd Containment

- A. Decisions regarding crowd dispersal, general strategies regarding crowd containment or crowd redirection, multiple simultaneous arrests, planned individual arrests, or planned use of force shall be made at the level of the Incident Commander or higher.
  - 1. All such decisions shall be documented in writing with regard to time, the identity of the person making the decision, and the precise decision and directions given.
  - 2. This directive shall not preclude individual supervisors and officers from defending themselves or others from imminent danger when the delay in requesting permission to take action would increase the risk of injury.

#### 4.4 Conducting Crowd Control and Management

- A. When large or potentially disruptive demonstrations and/or crowd events are identified, a sufficient amount of resources should be available to make multiple simultaneous arrests where such arrests are a reasonable possibility. However, this need must be balanced against the fact that a large and visible police presence may have a chilling effect on the exercise of free speech rights. Where additional resources are needed, they should be deployed to the greatest extent possible, so they are not readily visible to the crowd. When possible, officers should be at their posts well in advance of arriving participants.
- B. In general, Vermont State Police members shall work together in teams or units when policing a demonstration.
- C. It is essential to recognize that all members of a crowd of demonstrators are not the same. Even when some members of a crowd engage in violence or destruction of property, other members of the crowd are not participating in those acts.
- D. Vermont State Police members shall avoid negative verbal engagement with members of the crowd. Verbal abuse against officers shall not constitute a reason for an arrest or for any use of force against such

individuals.

- E. Vermont State Police members must maintain professional demeanor and remain neutral despite unlawful or anti-social behavior on the part of crowd members. Unprofessional police behavior can inflame a tense situation and make control efforts more difficult and dangerous.
- F. Strong supervision and command are essential to maintaining unified, measured, and effective police response. A response incorporating strong leadership and based upon teamwork is crucial to maintaining control and safety. Impulsive or independent actions by officers are to be avoided.
- G. The Incident Commander and supervisors shall make every effort to ensure that the police mission is accomplished as efficiently and unobtrusively as possible with the highest regard for the human dignity and liberty of all persons and with minimal reliance on the use of physical force. The use of force shall be restricted to circumstances authorized by law and to the degree reasonably necessary in light of the circumstances confronting members.
- H. This directive does not preclude members from taking appropriate action to direct crowd and vehicular movement; enforce ordinances and statutes; and employ the physical force necessary to maintain the safety of the crowd, the general public, law enforcement personnel, and emergency personnel.

#### 4.5 Responses to Crowd Situations

##### A. Spontaneous Event or Incident

1. The shift supervisor shall respond to the scene of spontaneous events, when practical, and take command of the incident as the Incident Commander until relieved by a ranking officer.
2. The Incident Commander shall declare over the police radio that he or she has assumed command of the incident. When practical, a command post shall be established as soon as possible.
3. An immediate assessment of the situation is essential for effective police response. The Incident Commander must ascertain the following information at the earliest possible time:

- a. The location and type of event.
- b. Evaluate First Amendment activities to determine lawfulness of the actions by groups and individuals.
- c. The approximate number of specific individuals engaged in unlawful conduct.
- d. The likelihood that unlawful behavior will spread to other crowd participants.
- e. Immediate threats to the safety of the public and/or police officers.
- f. The number of structure(s) or vehicle(s) involved.
- g. The size of the involved area.
- h. The number of additional officers and police resources needed as well as requirements for specialized units (Critical Action Team, Tactical Support Unit, Bomb Squad, Traffic Operations, etc.).
- i. The appropriate manner of response for responding members.
- j. The staging area.
- k. The location for a media staging area.
- l. The ingress and egress routes.
- m. Additional resources needed (paramedic, fire department, outside agencies, etc.).
- n. Planned Event Involving Potentially Large Crowds

#### 4.6 Permissible Crowd Control and Crowd Dispersal Techniques

- A. In the event of a declared unlawful assembly, it is the general policy of the Department to use multiple simultaneous arrests to deal with a non-violent demonstration that fails to disperse and voluntarily submits to arrest as a form of political protest, rather than dispersing the demonstrators by using weapons or force beyond that necessary to make the arrests.

- B. The Incident Commander shall make the final decision as to what control action, if any, will be taken to address a given crowd situation. Crowd size and available Department resources will also factor into the police response. Commanders shall constantly reassess and adjust tactics, as necessary, as the crowd's actions change. The Incident Commander shall consider and take reasonable and appropriate steps to ensure the safety of bystanders.

#### 4.7 When an Unlawful Assembly May Be Declared

- A. The definition of an unlawful assembly has been set forth in Vermont Title 13 sections 901 and 902. The police may not disperse a demonstration or crowd event before demonstrators have acted illegally or before the demonstrators pose a clear and present danger of imminent violence.
- B. The mere failure to obtain a permit, such as a parade permit or sound permit, is not a sufficient basis to declare an unlawful assembly. There must be criminal activity or a clear and present danger of imminent violence.
- C. The fact that some of the demonstrators or organizing groups have engaged in violent or unlawful acts on prior occasions or demonstrations is not grounds for declaring an assembly unlawful.
- D. Unless emergency or dangerous circumstances prevent negotiation, crowd dispersal techniques shall not be initiated until after attempts have been made through contacts with the police liaisons and demonstration or crowd event leaders to negotiate a resolution of the situation so that the unlawful activity will cease, and the First Amendment activity can continue.
- E. If after a crowd disperses pursuant to a declaration of unlawful assembly and subsequently participants assemble at a different geographic location where the participants are engaged in non-violent and lawful First Amendment activity, such an assembly cannot be dispersed unless it has been determined that it is an unlawful assembly and the required official declaration has been adequately given.

#### 4.8 Declaration of Unlawful Assembly

- A. Crowd dispersal techniques shall not be initiated until Vermont State Police members have made repeated announcements to the crowd, asking members of the crowd to voluntarily disperse and informing them that, if

they do not disperse, they will be subject to arrest.

- B. These announcements must be made using adequate sound amplification equipment in a manner that will ensure that they are audible over a sufficient area. Announcements must be made from different locations when the demonstration is large and noisy. The dispersal orders should be repeated after commencement of the dispersal operation so that persons not present at the original broadcast will understand that they must leave the area. The announcements shall also specify adequate egress or escape routes. Whenever possible, a minimum of two escape/egress routes shall be identified and announced.
- C. It is the responsibility of the on-scene Vermont State Police Commander to ensure that all such announcements are made in such a way that they are clearly audible to the crowd.
- D. Unless an immediate risk to public safety exists or significant property damage is occurring, sufficient time will be allowed for a crowd to comply with police commands before action is taken.
- E. Dispersal orders should be given in Spanish and in other languages that are appropriate for the audience.
- F. The Incident Commander should ensure that the name of the individual making the dispersal order and the date/time each order was given is recorded.
- G. Dispersal orders should not be given until officers are in position to support/direct crowd movement.
- H. Personnel shall use the following Departmental dispersal order:
  - 1. Dispersal Order (Ask)
    - a. "I am (Trooper's name and rank), a law enforcement officer in the State of Vermont. The Vermont State Police have declared this assembly to be in violation of Vermont Crimes and Criminal Procedures Title 13 Vermont Statutes Annotated Section 901, and you are hereby asked to leave. Title 13 V.S.A. § 902 prohibits remaining present at an unlawful assembly. You may be arrested or subject to other police action, regardless of your purpose, if you remain in the area just described, for a violation of 13 V.S.A. § 902 or other applicable statute. The following routes of dispersal are

available: (Attempt to give two).

b. You have 5 minutes to disperse.”

2. Dispersal Order (Tell) (This ends with a 5 minute warning)

a. “I am (Trooper’s name and rank), a law enforcement officer in the State of Vermont. The Vermont State Police has previously declared this assembly to be a violation of Vermont Crimes and Criminal Procedures Title 13 Vermont Statutes Annotated Section 901. You have been previously asked to leave the premises. I hereby declare this to be an unlawful assembly, and in the name of the Vermont State Police and the People of the State of Vermont, in accordance with 13 V.S.A. § 901, command all those assembled at (specific location) to immediately disperse, which means to break up this assembly. 13 V.S.A. § 902 prohibits remaining present at an unlawful assembly. You may be arrested or subject to other police action if you remain in the area just described, regardless of your purpose, for a violation of 13 V.S.A. § 902 or other applicable statute. The following routes of dispersal are available: (Attempt to give two).

b. You have 5 minutes to disperse.”

3. Dispersal Order (Warn) - (This ends with You Must Leave Immediately)

a. “I am (Trooper Name and Rank), a law enforcement officer in the State of Vermont. The Vermont State Police has previously declared this assembly to be a violation of Vermont Crimes and Criminal Procedures Title 13 VSA SS 901. You have been previously asked to leave the premises. Title 13 V.S.A. § 902 prohibits remaining present at an unlawful assembly. If you do not immediately leave the area just described, regardless of your purpose, you will be arrested or subject to other police action for a violation of 13 V.S.A. § 902 or other applicable statute. In response to any resistance, other police action could include the use of force, which may result in pain or injury or the use of chemical agents. The following routes of dispersal are available: (Attempt to give two).

b. You must leave immediately.”

#### 4. Arrest Order

- a. "I am (Trooper Name and Rank), a law enforcement officer in the State of Vermont. You are under arrest for violation of 13 V.S.A. § 902. Follow the instructions of uniformed officers. If you resist, this resistance will be met with reasonable force which may result in pain or injury.

#### 4.9 Approved Tactics and Weapons to Disperse or Control a Non-Compliant Crowd

A. If negotiation and verbal announcements to disperse do not result in voluntary movement of the crowd, officers may employ additional crowd dispersal tactics, but only after orders from the Incident Commander or designated supervisory officials. The use of these crowd dispersal tactics shall be consistent with the Department policy of using the minimal police intervention needed to address a crowd management or control issue. The permissible tactics to disperse or control a non-compliant crowd include all of the following (not in any specific order of use):

##### 1. Display of police officers (forceful presence).

- a. Once this tactic is selected, officers should be assembled in formation at a location outside the view of the crowd. The formation may be moved as a unit to an area within the crowd's view. This tactic should not be used unless there are sufficient personnel to follow through with dispersal. Do not bluff a crowd. If a display of police officers, and police vehicles, combined with a dispersal order, is not effective, more forceful actions may be employed.
- b. Generally, officers should be assigned to teams or units of sufficient size to be effective.

##### 2. Encirclement and Arrest

- a. If the crowd has failed to disperse after the required announcements, officers may encircle the crowd or a portion of the crowd for purposes of making multiple simultaneous arrests.
- b. Persons who make it clear (e.g., by sitting down, locking arms) that they seek to be arrested shall be arrested and not subjected to other dispersal techniques, such as the use of batons or chemical agents.

- c. Arrests of non-violent persons shall be accomplished by verbal commands and persuasion, handcuffing, lifting, carrying, the use of dollies and/or stretchers, and/or the use of control holds.
- d. Control holds should only be used when a Supervisor or Commander determines that control holds are necessary to accomplish the policing goal after other methods of arrest have failed or are not feasible under the circumstances and when the use of control holds would be a lawful use of force.
- e. In the event control holds are necessary, precautions should be taken to assure that arrestees are not injured or subjected to unnecessary or excessive pain.

### 3. Police Formations and Use of Batons

- a. If a crowd refuses to disperse after the required announcements, the police may use team formations (skirmish line, wedge, echelons, etc.) to move the crowd along.
- b. Batons shall not be used for crowd control, crowd containment, or crowd dispersal except as specified below.
- c. Batons may be visibly displayed and held in a ready position during squad or platoon formations.
- d. When reasonably necessary for protection of the officers or to disperse individuals in the crowd pursuant to the procedures of this policy, batons may be used in a pushing or jabbing motion. Baton jabs should not be used indiscriminately against a crowd or group of persons but only against individuals who are physically aggressive or actively resisting arrest. Baton jabs should not be used in a crowd control situation against an individual who is physically unable to disperse or move because of the press of the crowd or some other fixed obstacle.
- e. Batons shall only be used as set forth in VSP-DIR-701, Use of Force, and Department Training
- f. Officers shall not intentionally strike a person with any baton to the head, neck, throat, kidneys, spine, or groin, or jab with force to the armpit except when the person's conduct is creating an

imminent threat of serious bodily injury or death to an officer or any other person.

- g. Batons shall not be used against a person who is handcuffed.

#### 4.10 Weapons Prohibited for Crowd Control and Crowd Dispersal Purposes

##### A. Lethal Force

1. The use of lethal force by the Vermont State Police Members is governed by the Department's Use of Force Policy. Nothing about a crowd control situation eliminates or changes any of the constraints and criteria governing the use of lethal force in the Department's Use of Force Policy.

##### B. Canines

1. Canines shall not be used for any crowd control, crowd containment, or crowd dispersal.

##### C. Fire Hoses

1. Fire hoses shall not be used for crowd control, crowd containment, or crowd dispersal.

##### D. Specialty Impact Less-Lethal Weapons:

1. Skip fired specialty impact less-lethal munitions such as wooden dowels are prohibited.
2. Use of Stinger Grenades is prohibited.
3. Use of flash bangs or similar devices designed for distraction purposes may only be authorized by the Incident Commander. Authorization for use shall only be granted under extreme circumstances where there are articulable facts that identify a significant safety issue to individuals present or members of law enforcement.
  - a. Use of flash bangs will be limited to defensive tactics only such as to allow for the retreat of law enforcement members or resetting of law enforcement positions.
  - b. At no time will a flash bang or similar devices designed for

distraction purposes be directed at an individual or fired indiscriminately into a crowd or at a group of people. Flash bangs or similar devices designed for distraction purposes shall not be used for general crowd management purposes.

- c. Only members who have attended and completing a Department approved training program may carry and/or deploy flash bangs.

#### E. Impact Projectiles

1. Weapons designed to fire impact projectiles as defined by Department policy, at a specific target, shall not be used for crowd management, crowd control or crowd dispersal during demonstrations or crowd events.
2. Weapons designed to fire impact projectiles as defined by Department policy, may be used against a specific individual who is engaging in conduct that poses an immediate threat of loss of life or serious bodily injury to himself or herself, officers, or the general public, or who is engaging in substantial destruction of property which creates an imminent risk to the lives or safety of other persons. In such instances, direct fired impact projectile weapons shall be used only when other means of arrest are unsafe and when the individual can be targeted without endangering other crowd members or bystanders
3. Officers shall only deploy direct fired impact projectile weapons during a demonstration or crowd event under the direction of a supervisor.
4. When circumstances permit, the supervisor on the scene shall make an attempt to accomplish the policing goal without the use of direct fired impact projectile weapons as described above, and, if practical, an audible warning shall be given to the subject before deployment of the weapon.
5. When possible, any person struck by a round shall be transported to a hospital for observation and any necessary treatment if possible. Ambulance service, if required, shall be requested to respond.
6. Only members who have attended and obtained certification by a Department approved training program may carry and/or deploy impact projectiles. Unless exigent circumstances exist where use of lethal force is within policy and no other alternative means is readily

available; no member shall use direct fired impact projectile weapons without formal training.

7. Direct fired impact projectile weapons shall not be used against a person who is under restraint.
8. Members shall not discharge a direct fired impact projectile at a person's head, neck, throat, face, left armpit, spine, kidneys, or groin unless deadly force would be justified.

F. Electronic Control Weapons (ECW's)

1. ECW's such as tasers or stun guns, shall not be used for crowd management, crowd control, or crowd dispersal during demonstrations or crowd events.

G. Use of Chemical Agents/Chemical Agent Munitions

1. Use of chemical agents/chemical agent munitions shall only be used in the following circumstances during demonstrations or such gatherings:
  - a. Upon specific individuals who are:
    - i. demonstrating active resistance with a member's attempt to take control of that subject;
    - ii. is engaging in violent conduct under which force would be authorized in accordance VSP-DIR-701; Use of Force;
    - iii. or is engaged in specific acts of serious unlawful conduct.
2. Chemical agents/chemical agent munitions shall not be used for general crowd management or for the sole purpose of crowd dispersal during demonstrations or such gatherings. Chemical agents, no matter the method of delivery, may not be used indiscriminately against a crowd or group of persons.
3. Outside of the targeting of specific individuals as articulated above within this subsection, chemical agents/chemical agent munitions shall not purposefully target a group or crowd of people.
4. Before chemical agents/chemical agent munitions are to be deployed

in conjunction with other law enforcement tactics for crowd dispersal purposes, a lawful and complete dispersal order shall first be issued. The dispersal order must identify available routes of dispersal. The identified routes of dispersal will not be the target of chemical agents/munitions.

5. Members shall use the minimum amount of the chemical agent necessary to overcome the subject's resistance.
6. Chemical agents/chemical agent munitions shall not be used in a demonstration or crowd situation or other civil disorders without the approval of a supervisor or commanding officer.
7. When possible, persons should be removed quickly from any area where hand-held chemical agents have been used. Members shall monitor the subject and pay particular attention to the subject's ability to breathe following the application of OC. As soon as practical, members and employees shall obtain professional medical treatment for all persons who have had OC applied to them. Paramedics in the field may administer treatment if no other medical treatment is required. If paramedics are not available in a timely manner, subjects shall be transported to a hospital for treatment of the application of OC.
8. A subject who has been sprayed with chemical agents shall not be left lying on his/her stomach once handcuffed or restrained with any other device.

#### 4.11 Arrests

##### A. Multiple Simultaneous Arrests

1. When a large-scale event involving possible arrests is to be conducted, Vermont State Police planners will estimate the number of potential arrestees and will configure arrest teams capable of managing multiple arrests safely.
2. When arrests are necessary, the Incident Commander shall attempt to ensure that sufficient numbers of police officers are present to effect arrests. This tactic can be effective in dispersing the remaining crowd members wanting to avoid arrest.
3. When multiple arrests are contemplated in advance and it is

impracticable for arrestees to be cited at the scene as further discussed below, pre-arrangement of transportation shall be made.

4. The Incident Commander shall make the decisions to engage in selective individual arrests or multiple simultaneous arrests as a crowd control technique with consideration given to the following factors:
  - a. The likelihood that police action will improve the situation relative to taking no action.
  - b. The seriousness of the offense(s) as opposed to the potential for the arrest to escalate violence or unlawful activity by crowd members.
  - c. Whether individual or mass arrests will be more effective in ending the criminal activity at issue.
  - d. Whether clear and secure escape routes have been established for the crowd and police.
  - e. Whether communication has been established with crowd representatives.
  - f. What contingency plans are available.
  - g. What types of force can be used in effecting the arrests, if necessary.
  - h. Although dealing with passive resistance may frustrate officers, civil disobedience is usually a nonviolent means of making a political statement, and officers shall remain neutral, non-antagonistic, and professional at all times in their response.

B. Use of Handcuffs

1. All persons subject to arrest during a demonstration or crowd event shall be handcuffed in accordance with department policy, orders, and training bulletins.
2. Officers should be cognizant that flex-cuffs may tighten when arrestees' hands swell or move, sometimes simply in response to pain from the cuffs themselves.
3. Each unit involved in detention and/or transportation of arrestees

with flex-cuffs should have a flex-cuff cutter and adequate supplies of extra flex-cuffs readily available. When arrestees complain of pain from overly tight flex cuffs, officers shall examine the cuffs to ensure proper fit.

### C. Arrest of Juveniles

1. Juveniles arrested in demonstrations shall be handled consistent with Department policy on arrest, transportation, and detention of juveniles.

## 4.12 Documentation

### A. Video and Photographic Recording

1. It is the policy of the Department to videotape and photograph in a manner that minimizes interference with people lawfully participating in First Amendment activities. Videotaping and photographing of First Amendment activities shall take place only when authorized by the Incident Commander or other supervisory officer.
2. Individuals should not be singled out for photographing or recording simply because they appear to be leaders, organizers, or speakers.
3. Each member assigned to video or photograph such an event shall write a supplemental report at the end of his/her duty assignment documenting the actions taken.
4. Unless they provide evidence of criminal activity, videos or photographs of demonstrations shall not be disseminated to other government agencies, including federal, state, and local law enforcement agencies. If videos or photographs are disseminated or shared with another law enforcement agency, a record should be created and maintained noting the date and recipient of the information.
5. If there are no pending criminal prosecutions arising from the demonstration or if the video recording or photographing is not relevant to an Internal Affairs or citizen complaint investigation or proceedings or to civil litigation arising from police conduct at the demonstration, the video recording and/or photographs shall be destroyed in accordance with Department policies.

6. This directive shall not prohibit the Vermont State Police members from using these videos or footage from such videos as part of training materials for Vermont State Police members in crowd control and crowd dispersal techniques and procedures. The destruction of any such videos or photographs shall be documented in writing with regard to the date of the destruction and the identity of the person who carried it out.

#### 4.13 Reporting

- A. The Incident Commander shall notify the Field Force Division Commander via chain of command or State Duty Officer of the incident in a timely manner.
- B. Vermont State Police members involved in demonstrations or crowd events shall prepare reports as required by Department policy.

#### 4.14 Public Information and the Media

- A. The media have a right to cover demonstrations, including the right to record the event on video, film, or in photographs.
- B. Vermont State Police members shall accommodate the media in accordance with Department policy.
- C. The media shall be permitted to observe and shall be permitted close enough access to view the arrests. Even after a dispersal order has been given, clearly identified media shall be permitted to carry out their professional duties in any area where arrests are being made unless their presence would unduly interfere with the enforcement action.
- D. Self-identified legal observers and crowd monitors do not have the same legal status as the professional media and are, therefore, subject to all laws and orders similar to any other person or citizen. Said personnel must comply with all dispersal orders similar to any other person or citizen. A supervisor or commander may allow a person who self-identifies as a legal observer or crowd monitor to remain in an area after a dispersal order if circumstances permit and if the person's presence would not unduly interfere with the enforcement action.
- E. The media, legal observers, crowd monitors, police liaison, and/or organizers shall never be targeted for dispersal or enforcement action

because of their status.

#### 4.15 Training

- A. All other procedures will be reviewed to ensure consistency with the new policy and Training Bulletin.
- B. All officers must receive training consistent with Vermont State Police policies and procedures.
- C. All training on crowd control shall include substantial coverage of Department policies relevant to that topic.
- D. Unless exigent circumstances exist where use of lethal force is within policy and no other alternative means is readily available; no member shall make use of a less-lethal weapon (or weapon system) unless they have received the training required by Department policy.

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